



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 34
450 Main St Ste 410
Hartford, CT 06103-3078

Agency Website: www.nlr.gov
Telephone: (860)240-3522
Fax: (860)240-3564

January 5, 2022

Harvey Steven Mars, Esq.
105 Chadwick Road
Teaneck, NJ 07666

Re: Springfield Symphony Orchestra, Inc.
Case 01-CA-277037

Dear Mr. Mars:

We have carefully investigated and considered your charge that Springfield Symphony Orchestra has violated the National Labor Relations Act.

Decision to Approve Settlement Agreement: In view of the terms the Charged Party has agreed to the attached Settlement Agreement, I have determined that it would not effectuate the purposes of the National Labor Relations Act to issue complaint at this time. I am, therefore, approving the Settlement Agreement in this matter. In this regard, by letter issued on December 27, 2021 you were invited to join in the Settlement Agreement and advised that if you objected to the agreement you had until January 3, 2022 to submit your written objections to it. That deadline has now passed, and you did not object in writing and have declined to join in the Settlement Agreement.

Charging Party's Right to Appeal: The Charging Party may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: You must file your appeal electronically or provide a written statement explaining why electronic submission is not possible or feasible. Written instructions for the NLRB's E-Filing system and the Terms and Conditions of the NLRB's E-Filing policy are available at www.nlr.gov. See [User Guide](#). A video demonstration which provides [step-by-step instructions](#) and frequently asked questions are also available at www.nlr.gov. If you require additional assistance with E-Filing, please contact e-Filing@nlrb.gov.

You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. If you cannot file electronically, please send the appeal and your written explanation of why you cannot file electronically to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **January 19, 2022**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than January 18, 2022. **If an appeal is postmarked or given to a delivery service on the due**

date, it will be rejected as untimely. If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before January 19, 2022.** The request may be filed electronically through the ***E-File Documents*** link on our website www.nlrb.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after January 19, 2022, **even if it is postmarked or given to the delivery service before the due date.** Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor requests to limit our use of appeal statements or evidence. Upon a request under the Freedom of Information Act (FOIA) by a party during the processing of an appeal, the Agency's FOIA Branch discloses appeal statements, redacted for personal privacy, confidential source protection, or other applicable FOIA exemptions. In the event the appeal is sustained, any statement or material submitted may be introduced as evidence at a hearing before an administrative law judge. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Very truly yours,

Laura A. Sacks
Acting Regional Director



By:

Michael C. Cass
Officer in Charge

Enclosure

cc: John Anz, Acting Executive Director
Springfield Symphony Orchestra
1441 Main Street
Springfield, MA 01103

Brenden Hughes, Esquire
Sullivan, Hayes & Quinn
1 Monarch Pl Ste 1000
Springfield, MA 01144-4005

Local 171 American Federation of
Musicians
640 Page Blvd
Springfield, MA 01104